

**MISSOURI
FISCAL YEAR (FY) 2025
EMERGENCY MANAGEMENT PERFORMANCE GRANTS (EMPG)
PROGRAM MANUAL**

ISSUED BY

State Emergency Management Agency (SEMA)

CATALOG OF FEDERAL DOMESTIC ASSISTANCE (CFDA)

CFDA Number: 97.042

CFDA Title: Emergency Management Performance Grants (EMPG)

AUTHORIZING AUTHORITY FOR PROGRAM

National Flood Insurance Act of 1968 (42 U.S.C. 4001 et seq.); Robert T. Stafford Disaster Relief and Emergency Assistance Act (42 U.S.C. 5121 et seq.); Earthquake Hazards Reduction Act of 1977 (42 U.S.C. 7701 et seq.); Reorganization Plan No. 3 of 1978 (5 U.S.C. App.); and, Section 662 of the *Post-Katrina Emergency Management Reform Act of 2006* (PKEMRA), Public Law 109-295, as amended, (6 U.S.C. § 762).

APPROPRIATION AUTHORITY FOR PROGRAM

The Consolidated Appropriations Act, 2016 (Public Law 114-113)

KEY DATES

Application Start Date: August 4, 2025

Application Submission Deadline: August 29, 2025, at 4:00 p.m.

Anticipated Award Date: October 1, 2025

Period of Performance FY 2025 EMPG program:

July 1, 2025, through June 30, 2026

FY25 MISSOURI EMPG PROGRAM MANUAL

EXECUTIVE SUMMARY

Emergency Management Performance Grants (EMPG)

EMPG is a funding opportunity offered by the State Emergency Management Agency (SEMA). The purpose of the Missouri EMPG Program is to support a comprehensive, all-hazard emergency preparedness system by building and sustaining the core capabilities contained in the National Preparedness Goal.

Eligible Applicants

The following entities with an emergency management director/coordinator are eligible to apply under this solicitation:

Funding under this program is ultimately used by emergency management organizations at the Local level of government. A Local organization for emergency management is any organization established under RSMo Chapter 44 by any county or by any city, town, or village to perform local emergency management functions, including fire districts.

Applicants must apply for, update, or verify their Unique Entity Identifier and Employer ID Number (EIN) and update or verify their System for Award Management (SAM) Registration. Applicants for this award must continue to maintain an active SAM registration with current information at all times during which it has an active federal award or an application or plan under consideration by DHS/FEMA.

Baseline Requirements

There are eight (8) Baseline Requirements for participation in the 2025 Missouri EMPG Program. All EMPG recipients are required to:

- Designate a 24/7 Emergency Operations Center (EOC)
- Maintain a Local Emergency Operations Plan (LEOP)
- Implement the National Incident Management System (NIMS)
- Complete FEMA/SEMA training requirements
- Participate in at least two (2) annual exercises, one of which is operations based
- Maintain an annual Integrated Preparedness Plan (IPP)
- Register for WebEOC, utilize during incidents, events and trainings
- Participate in Threat and Hazard Identification and Risk Assessment (THIRA) updates

Eligible Costs

2025 Missouri EMPG costs are limited to the following categories:

- Essential Emergency Management Personnel

Application Process

SEMA is making the 2025 Missouri EMPG application opportunity available through [WebGrants](https://dpsgrants.dps.mo.gov), an on-line internet portal for electronic grants management. First-time users will need to register their organizations and get approval from SEMA prior to beginning the application process. Registration approval within WebGrants is not automatic and is subject to review and must be approved by the EMPG Program Manager. The WebGrants portal is open for registration at <https://dpsgrants.dps.mo.gov>. The application period is from August 4, 2025, to August 29, 2025, at 4:00 p.m. **No late applications will be accepted.**

Cost Share or Match

The Federal share of funds made available under the program shall not exceed 50 percent (50%) of the total budget. 42 U.S.C. § 5196(j). Unless otherwise authorized by law, Federal funds cannot be matched with other Federal funds. SEMA administers EMPG Program cost matching requirements in accordance with 2 CFR 200.306. To meet matching requirements, the subrecipient's contributions must be verifiable, reasonable, allowable, allocable, and necessary under the grant program and must comply with all Federal requirements and regulations.

Match can be hard or in-kind. Hard match is funds provided by the local government for the EMA, while in-kind match is donated goods or services. It should be noted that in-kind match should not replace hard match provided by the city or county for the purposes of running the EMA. In-kind match is used specifically for goods or services that go above and beyond the approved funds. For example, in-kind (or soft match), can be used for items/projects that could not be funded through budgeted dollars. Items seen so far include purchasing a radio, repeater, computer, copier, etc. that could not be afforded through the approved local budget. In-kind match will be reviewed at time of application and is subject to available funds provided through SEMA for local expenses.

Indirect Costs

Indirect costs are allowable only if the applicant has an approved indirect cost rate with the cognizant Federal agency. A copy of the approved rate (a fully executed agreement negotiated with the applicant's cognizant Federal agency) is required at the time of application. Indirect costs will be evaluated as part of the application for Federal funds to determine if allowable and reasonable.

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I. Funding Opportunity Description

Program Overview and Priorities

The purpose of the EMPG Program is to make grants to assist State and local governments in preparing for all hazards, as authorized by the *Robert T. Stafford Disaster Relief and Emergency Assistance Act* (42 U.S.C. 5121 et seq.). Title VI of the *Stafford Act* authorizes FEMA to make grants for the purpose of providing a system of emergency preparedness for the protection of life and property in the United States from hazards and to vest responsibility for emergency preparedness jointly in the Federal Government, States, and their political subdivisions. The Federal Government, through the EMPG Program, provides necessary direction, coordination, and guidance, and provides necessary assistance, as authorized in this title so that a comprehensive emergency preparedness system exists at all levels for all hazards.

Program Objectives

The 2025 EMPG Program plays an important role in the implementation of the National Preparedness System (NPS) by supporting the building, sustainment, and delivery of core capabilities essential to achieving the National Preparedness Goal (NPG) of a secure and resilient Nation. Delivering core capabilities requires the combined effort of the whole community, rather than the exclusive effort of any single organization or level of government.

The 2025 EMPG Program's allowable costs support efforts to build and sustain core capabilities across the Prevention, Protection, Mitigation, Response and Recovery mission areas.

Examples of tangible outcomes from the EMPG Program include:

- Building and sustaining core capabilities
- Completion of the Threat and Hazard Identification and Risk Assessment (THIRA) process
- Strengthening governance integration
- Approved emergency plans
- Development and maintenance of multi-year Integrated Preparedness Plans (IPPs)
- Targeted training and verification of personnel capability
- Whole community approach to security and emergency management

II. Baseline Requirements

In order to meet the established program objectives, the Missouri EMPG Program has established eight (8) baseline requirements for all recipients of 2025 funding.

Baseline Requirement #1: Emergency Operations Center (EOC)

Recipients of 2025 EMPG funding are required to establish and designate a primary Emergency Operation Center (EOC) facility for their jurisdiction. The EOC must have 25/7 availability and the location and point of contact must be identified on the 2025 EMPG application.

Baseline Requirement #2: Local Emergency Operations Plan (LEOP)

Recipients of 2025 EMPG funding are required to update/review their Local Emergency Operations Plans (LEOP) every 2 years and maintain verification documents identifying changes with SEMA. Jurisdictions are encouraged to work with their SEMA Regional Coordinator to establish LEOP objectives and annual updates/reviews. The date of the jurisdiction's last LEOP update/review and planned quarterly activities to meet this requirement must be identified on the 2025 EMPG application.

Baseline Requirement #3: National Incident Management System (NIMS)

Recipients of 2025 EMPG funding are required to implement and strive for compliance with the National Incident Management System (NIMS). Jurisdictions must assess their NIMS compliance through the 2025 EMPG application and identify quarterly activities to mitigate any non-compliance. In addition, each agency must provide their city/county ordinance or resolution which states the municipality uses the National Incident Management System as the incident management structure to respond to disasters.

Emergency management and incident response activities require carefully managed resources (personnel, teams, facilities, equipment and/or supplies) to meet incident needs. Utilization of the standardized resource management concepts such as typing, inventorying, and cataloging promote a strong national mutual aid capability needed to support delivery of core capabilities. Recipients of FY 2025 EMPG funds are required to participate in the statewide Kind & Typing initiative to include development of a deployable assets list that supports the Kind & Typing initiative.

Baseline Requirement #4: Training Requirements

Recipients of 2025 EMPG funding are required to ensure that all EMPG funded personnel complete the following FEMA training courses within twelve (12) months of hire and record proof of completion IS 100, IS 120, IS 200, IS 230, IS 235, IS 250, IS 251, IS 252 IS 254, IS 700 and IS 800.

Additionally, all EMPG funded exercise officers and management personnel involved in the design and evaluation of exercises must complete L-146 HSEEP within 24 months of hire and record proof of completion. If any required EMPG training has not yet been completed, jurisdictions must identify planned quarterly activity to meet the requirement on the 2025 EMPG application.

An Information Bulletin released in 2021 added several courses for which personnel who work in the EOC shall take. EMPG funded personnel shall take the courses as defined under Category Four (4) which includes G191, IS2200, and G/E/K 2300. These courses shall be completed within 25 months of hire. For those hired during the previous Information Bulletin, the courses will be grandfathered in, and the additional IS 2200 and G/E 2300 will not be required. Those hired in 2021 or after, will take the additional training listed in the Information Bulletin.

Baseline Requirement #5: Exercise Requirements

Recipients of 2025 EMPG funding are required to ensure that all EMPG funded personnel actively participate in two (2) exercises during a twelve-month period. For the purpose of the grant, exercises shall be completed during the performance period of July 1, 2025, through June 30, 2026.

The State requires that all EMPG funded personnel must participate in no less than two exercises per grant year. One must be an operations-based exercise (drill, functional, full-scale) while the other may be a discussion-based exercises (seminar, workshop, table-top, game). Jurisdictions must identify planned quarterly activities to meet these requirements on the 2025 EMPG application. It should be noted that the Statewide Severe Weather Drill and the Great Shakeout will no longer be accepted as an exercise for the purpose of this grant. In addition, real world incidents and disasters do not count as an exercise.

Baseline Requirement #6: Integrated Preparedness Planning Workshop (IPPW)

Recipients of 2025 EMPG funding are required to conduct or participate in an annual Integrated Preparedness Planning Workshop (IPPW). At a minimum, jurisdictions should maintain a local Integrated Preparedness Plan (IPP) that addresses compliance with EMPG training and exercise requirements.

Baseline Requirement #7: WebEOC

Recipients of 2025 EMPG funding are required to register for WebEOC and attend related trainings. We strongly encourage the use of WebEOC during incidents, events, and related trainings.

Baseline Requirement #8: Threat and Hazard Identification and Risk Assessment (THIRA)

Recipients of 2025 EMPG funding are required to participate in the development and/or maintenance of the state Threat and Hazard Identification and Risk Assessments (THIRA) through the Whole Community worksheet every three years. Participation in THIRA development may include serving as a member of regional working groups, interacting with state or regional THIRA planners, completing the Whole Community worksheet for your jurisdiction and/or answering THIRA data call queries.

Baseline Requirement #9: IPAWS

When applying EMPG funding to exercises, grant recipients shall include exercise objectives centered on practicing and validating their plans and procedures for sending emergency alerts to the public through the FEMA Integrated Public Alert and Warning System (IPAWS).

III. Equipment Inventory

Equipment Inventory Form

Emergency Management Performance Grant (EMPG) applicants are required to submit an inventory of equipment they have purchased with EMPG funding at time of application on each

even numbered calendar year (2026, 2028 etc.) Applicants must complete the Equipment Inventory Form, within the DPS WebGrants online portal, for newly purchased equipment to receive reimbursement through the EMPG.

In addition, with the purchase of Salamander Live for the State, each EMPG jurisdiction is required to input their deployable resources in the inventory management system for compliance with FY25 application. It is the responsibility of the subrecipients to maintain an updated inventory of equipment in WebGrants and deployable resources in Salamander for items purchased with EMPG funds.

IV. Funding Information

Funding Priorities

The Missouri EMPG Program has established one (1) funding priority for 2025. Eligible funding is limited to costs to support essential emergency management personnel. Local agency funding is dependent on overall grant funding. Should requests exceed available funding, the below priorities could be decreased.

Essential Emergency Management Personnel

Missouri EMPG funding is available to support essential emergency management personnel. Eligible costs include salary and contractual support. All costs must be itemized and justified in the 2025 EMPG application. If an agency wishes to add a position to the grant, it must fit within the following positions:

- Emergency Management Director
- Assistant (Deputy) Emergency Management Director
- Emergency Management Administrative Assistant

All new positions to the grant must be approved before the position is hired as there is no guarantee of grant funds to provide for new positions.

With limited EMPG funding to support Missouri's local Emergency Management Agencies, grandfathered positions will see a 25% reduction over four (4) years until each grandfathered position is no longer funded by EMPG. EMPG from this point forward will be limited to the Director, Assistant (Deputy) Director, and Administrative Assistant.

Unallowable Costs as determined by FEMA

- Expenditures for weapons systems and ammunition
- Costs to support the hiring of sworn public safety officers for the purposes of fulfilling traditional public safety duties or to supplant traditional public safety positions and responsibilities.

- Activities and projects unrelated to the completion and implementation of the EMPG Program
- Response activities

Subrecipients should consult with their grant specialist prior to making any investment that does not clearly meet the allowable criteria established in this Program Manual. In addition, costs charged to this award must be consistent with the Cost Principles for Federal Awards located at 2 C.F.R Part 200, Subpart E.

V. Application Review Information and Selection Process

Application Review Information

Submitted applications will undergo a complete administrative review. SEMA will be responsible for reviewing the 2025 EMPG Statements of Work and Budgets to assess their emergency management sustainment and enhancement efforts as well as the linkage to the core capabilities identified in the National Preparedness Goal. Applications will be evaluated for completeness, adherence to programmatic guidelines, and anticipated effectiveness of the proposed Work Plan. There is no guarantee of funding for this grant.

Application Selection Process

All 2025 EMPG Statements of Work and Budgets will require final approval by SEMA senior leadership. Subrecipients will be notified by their EMPG Grants Specialist should any component of the EMPG Program application require additional information. All applicants will have a risk assessment completed to determine financial stability, quality of management systems and ability to meet management standards, history of performance in managing federal awards, reports and findings from audits, and ability to effectively implement statutory, regulatory, or other requirements.

VI. Post-Award Guidelines

Notice of Award

Upon approval of an application, the award will be made in the form of a grant. Notification of award approval is made through the WebGrants system through an automatic e-mail to the recipient point of contact listed in the initial application. Once an award has been approved and recorded in the system, a notice is sent to the authorized grant official with directions for accepting award documents. The authorized grant official should carefully read the award package for instructions on administering the grant and to learn more about the terms and conditions associated with responsibilities under Federal awards.

Acceptance of Award

Subrecipients must accept their grant awards no later than 45 days from the date of notification of award. All successful applicants for EMPG grants and cooperative agreements are required to comply with the DHS standard Administrative Terms and Conditions. The subrecipient shall notify

the awarding agency of its intent to accept and proceed with work under the award or provide a written notice of intent to decline. Funds will remain on hold until the subrecipient accepts the award through official correspondence, (e.g., signed original award), and all other conditions of award have been satisfied, or the award is otherwise rescinded. **Failure to accept the grant award within the 45 days from the date of notification will result in a loss of funds.**

Administrative and Federal Financial Requirements

Subrecipients are obligated to submit various financial and programmatic reports as a condition of their award acceptance. Future awards and fund drawdowns may be withheld if these reports are delinquent.

Claims are submitted electronically in WebGrants in the “Claims” component. Claims must be submitted by the following dates:

- **1st Quarter (July 1 through September 30) are due October 15, 2025**
- **2nd Quarter (October 1 through December 31) is due by January 15, 2026**
- **3rd Quarter (January 1 through March 31, 2026) is due by April 15, 2026**
- **4th Quarter (April 1 through June 30, 2026) is due by July 31, 2026**

The EMPG grant is a reimbursement grant. Any approved expenditures must be made within the contract period. Subrecipients must incur an allowable expense, make payment, and **seek reimbursement** within **six months of the invoice date**. Invoices dates beyond six months **will not** be reimbursed.

Quarterly Status Reports

EMPG Status Reports must be submitted to the EMPG Grants Specialist on a quarterly basis through the WebGrants system. The Quarterly Status Reports must be based on the approved EMPG Statement of Work and are due no later than October 15, 2025, January 15, 2026, April 15, 2026, and July 31, 2026, in sync with the claim’s submission.

EMPG subrecipients are required to report quarterly on progress towards completing activities and projects approved in the Statement of Work as well as progress made towards implementing 2025 EMPG Baseline Requirements.

Subaward Adjustments

Subaward adjustments may be submitted from time of anticipated funding to May 1st, 2026. No changes to the budget will be accepted after this deadline. In addition, subaward adjustments must be approved before funds are obligated for the requested change. A subaward adjustment cannot go back and pay for items that have already been purchased.

Monitoring

Subrecipients will be monitored on an annual and/or as needed basis by SEMA staff, both programmatically and financially, to ensure that the activities and project goals, objectives, performance requirements, timelines, milestone completion, budgets, and other related

program criteria are being met. Monitoring may be accomplished through either a desk-based review or on-site monitoring visits, or both. Monitoring will involve the review and analysis of the financial, programmatic, performance, compliance and administrative processes, policies, activities, and other attributes of each Federal assistance award and will identify areas where technical assistance, corrective actions and other support may be needed. Monitoring is selected through a Risk-Assessment inclusive of past audits, performance, financial and programmatic aspects of subrecipients.

Grant Close-Out Process

Within 45 days after the end of the period of performance, or after an amendment has been issued to close out a grant, whichever comes first, subrecipients must submit a final status report detailing all accomplishments and a qualitative summary of the impact of those accomplishments throughout the period of performance. This report will gauge the effectiveness of the grant funds on each subrecipient in addition to the State as a whole. After these reports have been reviewed and approved by SEMA, a close-out notice will be completed to close out the grant. The notice will indicate the period of performance as closed, list any remaining funds that will be deobligated and address the requirement of maintaining the grant records for five (5) years from the date of the close-out.

VII. Contact Information

SEMA will manage, administer, and conduct application budget review, create the award package, approve, amend, and close out awards, as well as conduct cash analysis, financial monitoring, and audit resolution for the EMPG Program. SEMA also provides technical assistance to EMPG Program subrecipients. For more information please contact:

- Amy Lepper, Deputy Fiscal Manager: (573) 751-0788
- Krystal Barnes, EMPG Grants Specialist: (573) 526-9256
- Esperansa Matos, Grants Specialist: (573) 751-3401

WebGrants

The 2025 EMPG Program will utilize WebGrants for applications, awards, claims, adjustments, reporting and close-out. WebGrants is available at <https://dpsgrants.dps.mo.gov>. For more information contact your grant specialist.

VIII. Other Critical Information

National Preparedness

SEMA coordinates with Local, State, and the Federal government as well as the private and nonprofit sectors to facilitate an all-of-nation/whole community, risk driven and capabilities-based approach to preparedness. This approach is grounded in the identification and assessment of risk through the Threat and Hazard Identification and Risk Assessment (THIRA). Local jurisdictions must participate in the development and update of the State/Regional THIRA and

State Preparedness Report (SPR), to ensure that the community's shared understanding of risk evolves to account for changes in the risk landscape, including successful mitigation efforts, emerging threats, hazards, and associated consequences.

National Incident Management System (NIMS) Implementation

Prior to allocation of any Federal preparedness awards in FY 2025, subrecipients must ensure and maintain adoption and implementation of NIMS. Emergency management and incident response activities require carefully managed resources (personnel, teams, facilities, equipment and/or supplies) to meet incident needs. Utilization of the standardized resource management concepts such as typing, inventorying, and cataloging promote a strong national mutual aid capability needed to support delivery of core capabilities. Additional information on resource management and national Tier I NIMS Resource Types can be found at <http://www.fema.gov/resource-management>.

Environmental Planning and Historic Preservation (EHP) Compliance.

SEMA is required to consider the effects of its actions on the environment and/or historic properties to ensure that all activities and programs funded by the agency, including grants-funded projects, comply with Federal EHP regulations, laws, and Executive Orders as applicable. Subrecipients proposing projects that have the potential to impact the environment, including but not limited to construction of communication towers, modification or renovation of existing buildings, structures and facilities or new construction including replacement of facilities, must participate in the FEMA EHP review process. The EHP review process involves the submission of a detailed project description that explains the goals and objectives of the proposed project along with supporting documentation so that FEMA may determine whether the proposed project has the potential to impact environmental resources and/or historic properties. In some cases, FEMA is also required to consult with other regulatory agencies and the public to complete the review process. This process can take 30 to 45 business days to be approved by FEMA for minor projects, and longer for more extensive projects. The EHP review process must be completed before funds are released to carry out the proposed project.

SAFECOM Guidance for Emergency Communications Grant Compliance

Subrecipients that are using EMPG Program funds to support emergency communications activities should comply with the *FY 2025 SAFECOM Guidance for Emergency Communications Grants*. SAFECOM Guidance can be located at the following address: https://www.cisa.gov/site/default/files/video/fy22_safecom_guidance_508.pdf.

Emergency Operation Plan (EOP)

Subrecipients must update their EOP at least once every 2 years. An evaluation matrix to describe and calculate the percentage towards compliance with CPG 101 Version 3.0 is available at http://www.fema.gov/sites/default/files/documents/fema_cpg-101-v3-developing-maintaining-eops.pdf.

Procurement

Per 2 CFR 200.318 through 200.326, subrecipients are required to adhere to certain procurement standards for entering into contracts for personnel or services. This includes full and open competition, methods of procurement to follow, federal or pass-through entity review, and including federal provisions into contracts. To see full regulations regarding procurement you can visit http://www.ecfr.gov/cgi-bin/text-idx?tpl=/ecfrbrowse/Title02/2cfr200_main_02.tpl

IX. How to Apply**Application Instructions**

Applications for EMPG funding must be submitted online via the Missouri Department of Public Safety WebGrants system at <https://dpsgrants.dps.mo.gov> . This system will be used from the application phase through the administration and closeout phase for all projects funded through the EMPG Program.

Unique Entity Identifier (UEI)

The applicant must provide a UEI with their application. This number is a required field within <http://dpsgrants.dps.mo.gov>. Organizations should verify that they have a UEI, or take the steps necessary to obtain one, as soon as possible. If your entity is registered in SAM.gov, your UEI has already been assigned and is viewable in SAM.gov.